

August 8, 1973

## CRITIQUE OF SUMMER INTERN PROGRAM

I served as an editor in the Mid-East/Africa branch of the FBIS Daily Report. I found the work stimulating, broadening, relevant, and sometimes difficult. The program as a whole I found most satisfactory in terms of people, jobs, salary, and orientation within the Agency—I will make some relatively minor but specific criticisms in the following paragraphs, however, as well as spelling out what I consider particularly strong features.

APPLICATION PROCESSING/SECURITY CLEARANCE/PRE- EOD:

Although I understand improvements have been made in this area, there are still certain "bugs" that need to be worked out.

Strong points- Courtesy and informativeness of people conducting the initial interviews.

Weak points- More "advance information" on the Agency and specifically the summer intern program would have been useful; perhaps a pamphlet of some sort could be worked up for "ready reference" e.g. including scope of program, details of "processing process" etc. I realize that specific dates, times, and phone numbers are virtually impossible to provide in advance, but more details on the nature of the various processing-in activities would have been helpful. Also closer contact between Personnel, the Program Director, and the individual applicant between the initial interview and Entry on Duty would benefit all.

Specific suggestions re the security clearance process:

1. that the individual who does the background investigation interviews make clearer to the people contacted "what he is about" and why the investigation is being conducted (this suggestion might be relayed on to the proper Security people)
2. that the officer that conducts the polygraph session know the limitations of the machine and not try to convince you that the machine can "pick up" more than it really can; my own interviewer, for example, while courteous, told me that "if you are hiding anything" the machine will indicate it"

WORK ASSIGNMENT / OFFICE CONDITIONS:

Strong points- I enjoyed the people I worked with; all were intelligent and for the most part impressively knowledgeable in their fields. My editor's slot was no token job; I had the feeling of really "putting out" and contributing something worthwhile, especially when the office was temporarily under-staffed.

Weak points- I feel in retrospect that my breaking-in period with FBIS (ie. the Daily Report) was too short and sketchy in light of what was expected of me from the outset. As much as I have enjoyed working with my immediate supervisor, I feel that he perhaps could have been more adequately briefed on the nature of the program. I was not really adequately prepared to do a first-class editor's job for the initial weeks of work. On-the-job training has definite merit— i.e. learning from your mistakes— but adequate technical preparation requires a certain minimum of direction that I— once again in retrospect— feel I did not receive.

BRIEFINGS:

Strong points- This was generally a very attractive feature of the program. I think most of us appreciated having really hi-level people take the time to talk with us personally. NPIC's briefing was especially exciting with their obvious advantage of spectacular visual aids.

Weak points- I think there was perhaps too much overlap on exposition of basic facts, e.g. "The Agency is a child of the Cold War..." which could be handled in an advance pamphlet of some sort, thus allowing the briefers to get more specific on their own areas of work, provide more case histories etc. Further condensation of the briefing periods and longer question/and/answer sessions might be desirable. Some of the 90-minute expositions could have been reduced to 50 minutes thus affording us a chance to be addressed by a wider range of people... You might want to consider that morning briefings have certain disadvantages for FBIS Daily Report interns whose work-day is heavily weighted toward the early hours... Much of this is "nit-picking" but is offered constructively... Special ~~honors~~ "Oscars" go to [redacted] Security Briefing, Mr. Pforzenheimer's briefing, and of course the NPIC sound/and/light spectacular... One MAJOR minor criticism: please ask speakers to try to avoid "alphabetese" in the briefings, e.g. "You can call CRS in the DDI if you want Bio info on NPIC personnel..." confusing for us greenhorns...

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PLANS:

I will be doing work on a PhD in government at Cornell from Sep '72 to May '74, and most likely during the 1974-75 academic year as well. I would like very much to be considered for the summer '74 program either in FBIS or some component to be discussed, with a view toward increasing my preparation for either a career in the Agency or at least an informed and intelligent inside perspective on the Agency helpful in my academic career (and subsequent teaching). School address: 111 Maple St. Ithaca, N.Y.

PERSONAL CRITIQUE OF SUMMER INTERN PROGRAM

This is my second year as a summer intern. Last year I was assigned to the Central Reference Service where I completed a biographic project on North Vietnam. This summer I was introduced to the "Rosslyn" CIA working as an editor for FBIS.

WORK ASSIGNMENT:

For the greater part of the summer, I was responsible for the North Africa section of the Middle East/Africa DAILY REPORT. The editor's job, although tedious at times, became increasingly interesting as substantive knowledge was gained of current events in my area. Keeping a watch on Libya's President Qadhafi became a particularly fascinating task, often requiring daily contact with my counterpart in OCI.

My associates on the Middle East/Africa book were very cooperative, and were always willing to answer my never-ending questions. My Branch Chief, [REDACTED], was particularly helpful in guiding my activities and directing my progress.

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As a summer intern, I requested and was given the opportunity to work in several other offices at FBIS. For one week I edited the Eastern Europe, Western Europe and Scientific Affairs Sections of the Soviet Union DAILY REPORT. In my final week, I was assigned to work on several projects in the Analysis Group. (Unfortunately, my request to work in the wire room was pre-empted by my assignment to the Soviet Union book.)

I found these additional assignments to be extremely informative and productive in terms of knowledge gained regarding both the internal functioning of FBIS and its relationship to the agency. Finding rotation into other offices an invaluable experience, I would recommend that this procedure be incorporated more formally into the FBIS intern program.

ADMINISTRATIVE ASPECTS:

As incoming editors, we were given an unnecessarily prolonged period of one week as an introduction to FBIS in order to learn the editor's functions. Unfortunately, this necessitated beginning our new jobs as editors with full responsibility for our sections on Monday morning -- the most hectic and demanding part of the week. In order to avoid these difficulties, I would suggest a more accelerated program:

Monday, A.M. -- entrance on duty; Monday, P.M. -- general briefings on FBIS and the editor's functions.

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Tuesday -- instruction in selection, counting, field queries, sourcelines, proofing, and an opportunity to review some previously edited copy.

Wednesday, A. M. -- practice editing and counting;  
Wednesday, P.M. -- desk assignment, begin pre-editing Thursday copy.

Thursday -- first full day of editing.

Friday -- security briefing.

As a returnee, Friday security briefings were of little value to me, and I would suggest a possible waiver in the future.

My greatest frustration this year involved reimbursement for travel expenses. This travel money could have eased the financial burdens before the first pay check. Unfortunately, due to massive bureaucratic entanglements, I did not receive the travel reimbursement until Friday of my eighth week on the job. In the future I hope some priority could be placed on travel reimbursements to interns.

At this point, special mention should be made of the interest  my Deputy Division Chief, showed in the progress of the DAILY REPORT summer interns. In my particular case, he was instrumental in arranging assignments to other offices in FBIS, for which I am most grateful.

#### BRIEFING PROGRAM:

Again this year I was impressed by the candid atmosphere that prevailed. I found the presentations by Mr. Lehman and Mr. Duckett to be particularly informative and provocative.

As an editor, the Tuesday morning briefing schedule presented some difficulties for me; i.e., it was necessary to put out that day's book between 7:00 and 8:30 A.M. before driving over to Headquarters. The morning half-day sessions are preferable, however, as this provides an opportunity for the interns to eat lunch together after the sessions. (This communication process would be greatly facilitated if a list of interns, their offices and extentions, would be distributed to all interns.)

The admin/personnel briefing would be more instructive if placed at the end of the briefing schedule, as interns would then be more certain of their plans to return to the agency as interns or as staff employees. In most cases, decisions regarding health and life insurance options had already been made. In this regard, the packet of brochures was a great help.

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I was happy to note that the interns were made aware of the existing gym facilities. I would only add that it would be helpful if men's and women's hours were announced, and that there is an outdoor as well as an indoor track.

It was unfortunate that we did not have time for the Rapid Search Machine demonstration in the CRS briefing. I think more emphasis could have placed on the role and use of computers in information processing. Similarly, I was disappointed that the tour of the working area, following the NPIC briefing, was eliminated. I was quite impressed by this aspect of the briefing last year.

I found all the briefings interesting and well worth my time, even though I am a returnee. My suggestions come in the form of additions, not deletions. Being economic intelligence is becoming increasingly critical, an OER briefing should be scheduled.

A second criticism, which should come as no surprise after last year's critique, is that the Operations Directorate, despite many efforts to the contrary, remained virtually unrepresented again this year. If this promises to remain a problem in future years, I would suggest an alternate solution. Individual interviews could be scheduled with young DDO careerists for those interns who express an interest so as to accord them a balanced perspective on agency career opportunities.

Finally, I was disappointed that far fewer questions were asked this year than last, with the exception of the Duckett and [redacted] briefings. This disturbs me.

#### FUTURE PLANS:

After my experience as a summer intern this year and last, and as a result of a lengthy and informative interview with Bob [redacted] at the Career Trainee Office, I have decided to apply for admission to the July, 1974 class. Processing of my application has already begun and initial testing has been completed.

In conclusion, I would like to express my sincere thanks to [redacted] for the professional guidance and assistance he has provided me over the past two years as a summer intern.

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